

Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resiliency to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov>.

This position is ideal for an expert Air Interdiction Agent looking for an opportunity to serve in a supervisory capacity, participating with higher-level officials in administering, managing, and planning the agency's aviation program, where the work requires the application of pilot and law enforcement knowledge and skills. This position starts at a salary of \$97,657 (RUS GS-14, Step 1). Apply for this exciting opportunity to contribute to the total law enforcement mission of the Department of Homeland Security.

Who May Apply: Current Customs and Border Protection, Office of Air and Marine Employees with Competitive Status

- For definitions of terms found in this announcement, please see http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm.
- **These positions are also being announced through Job Opportunity Announcement number 1212279.**
- **The Miami position is also being announced through Job Opportunity Announcement number 1217658.**

Organizational Location: This position is located within U.S. Customs and Border Protection, Office of Air and Marine in McAllen TX and Miami FL. One or more selections may be made using this job opportunity announcement.

Travel Required: Occasional Travel

Travel Description: Overnight travel may be required on a regular and recurring basis

Relocation Authorized: Yes

Relocation Authorized Description: Relocation expenses WILL be paid

You must be a U.S. Citizen to apply for this position
 You may be required to pass a background investigation and/or polygraph
 Males born after 12/31/1959 must be registered with Selective Service
 You may be required to undergo periodic drug testing
 You will be required to carry a firearm and maintain firearm proficiency
 You must sign a mobility agreement and be willing to relocate as needed

Depending on location, you will serve as a Supervisor, Deputy Director or Director Air Interdiction Agent. You will be a valuable member of the Federal Law Enforcement Officer (LEO) profession. You will strengthen homeland security by formulating air policies and exercising management supervision, direction and oversight of programs and projects. Typical work assignments include:

- Exercising management direction and oversight of the organization, making major decisions on projects, program improvements, division of resources and long range planning.
- Representing the agency, exercising significant authority in meetings with multiple agencies to coordinate joint enforcement efforts and to advise higher ranking officials.
- Evaluating subordinate supervisors, reviewing evaluations of non-supervisory personnel, making position recommendations/selections, and recommending disciplinary actions with equity. Assuring work and training requirements are met, while promoting team building.
- Coordinating and supervising OAM activities with other components of the agency and other Federal, foreign, state and local law enforcement agencies.
- Developing policies and procedures governing flight standardization by evaluating mechanical deficiencies and recommending upgrades and modifications of aircraft.

Basic requirements for all positions in this occupation:

1. A current FAA Commercial Pilot Certificate with the following ratings: Airplane, single engine and multi-engine land and instrument; OR rotorcraft helicopter and instrument. Appropriate military ratings may be substituted. Other certificates that meet or exceed the requirements of the Commercial Pilot Certificate are also acceptable (e.g., an Airline Transport Pilot Certificate).
2. A current FAA Class II Medical Certificate is acceptable for applicants who currently occupy Customs and Border Protection Air Interdiction Agent positions. For initial entry or re-entry into the occupation, a current FAA Class II Medical Certificate is acceptable for application purposes; however you **MUST** have a Class I by the time of your interview.
3. A documented log reflecting a minimum of 1500 hours total flight time (100 hours of airplane and/or helicopter within the last 12 months), 75 hours instrument, 10 of which must have been in actual instrument flight conditions, 75 hours night, and 250 hours pilot-in-command.

Note: Up to 50% of the 100 hours flying time in the last 12 months requirement may be waived upon verification of prior specialized skills and experiences (e.g., provided the individual's total background reflects the ability to perform the duties of the position safely). Applicants currently in the 1881 series who meet this requirement may respond with a YES to the Flight Log assessment question.

GS-14: To qualify at the GS-14 level, you must have one (1) year of specialized experience such as directing complex aviation law enforcement operations with interregional/national/international

dimensions; developing and deploying innovative and effective aviation enforcement strategies; devising new aviation enforcement techniques; planning and conducting aviation enforcement activities with extensive jurisdictional problems; serving as an expert on coordinating and overseeing aviation enforcement efforts; and independently conducting studies to resolve controversial issues related to aviation enforcement.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current Federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the Federal service) by Tuesday, September 30, 2014.

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience, education and training will be rated using an online self-assessment questionnaire that is based on the competencies or knowledge, skills, and abilities listed below. You will receive a score ranging from 70-100 based on your responses.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see [View Occupational Questionnaire](#).

Knowledge, Skills, Abilities or Other Characteristics (KSAO): Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in an online job questionnaire. **The KSAOs are:**

- Knowledge of an experienced law enforcement officer needed to deal with criminal enforcement activities peculiar to DHS or its components.
- Knowledge of enforcement and investigative techniques, methods, functions, operations and procedures in order to supervise law enforcement activities that gather evidence for criminal prosecution.

- Skill in the performance of enforcement and investigative activities, including the investigation, detention and apprehension of violators of DHS and related laws.
- Ability to operate/fly fixed and/or rotary wing aircraft.

Agency Career Transition Assistance Program (CTAP) eligibility: If you have never worked for the federal government, you are not CTAP eligible. Information about CTAP eligibility is on the OPM's Career Transition Resources website at:

[http://www.opm.gov/Reduction In Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a](http://www.opm.gov/Reduction%20In%20Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a).

To be considered well qualified under CTAP, you must be rated at a minimum score of 85 for this position. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to **(478) 757-3144**. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](#) using OPM Form 1203-FX http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf, and the official fax cover sheet: <http://staffing.opm.gov/pdf/usascoversheet.pdf>. Please include job opportunity announcement ID 1212277 and provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into your application, you do not need to fax those same documents.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 Eastern Standard Time on Tuesday, September 30, 2014**

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/YY). Your resume should also contain your full name, address, phone number, email address, and your work schedule and salary.
- **Your responses to the job questionnaire** [View Occupational Questionnaire](#)
- **If you are not currently in the 1881 series, in order to receive consideration, you must submit a legible (front and back) copy of your commercial pilot license, FAA medical and last page of your flight log.**
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; SF-50B; a current (or

last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.

- **Veterans preference points are not applicable to Merit Promotion announcements; veterans documentation is required only to verify eligibility.**
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards.

It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload or fax it by the closing date.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx>. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

DHS offers competitive starting salaries and an attractive benefits package, including: health insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, life and long-term care insurance, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to www.dhs.gov/careers and select "Benefits".

Law Enforcement Retirement: This position qualifies for law enforcement retirement. For more information on required years of service and retirement age, refer to the following link:

http://cbpnet/xp/cbpnet/hrm/hr_prof/staffing/maximum_age.xml

In accordance with 5 CFR 842.203, in order to retain your Law Enforcement Officer retirement upon movement into this secondary position, you must have served in a primary covered position under Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d) for at least 3 years

Salary: The following link displays the locality pay tables by geographic area. If you do not see your geographic area listed, select the last table list "Rest of the United States".

<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>

Relocation expenses *will* be paid. To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website:

<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>

Law Enforcement Availability Pay (LEAP): You must be readily accessible to work on an unscheduled basis in excess of a 40-hour workweek and will receive extra compensation

Medical/physical Successful candidates must meet the medical standards and physical requirements for the position. Any medical or psychiatric condition that could affect the ability of the individual to safely and efficiently perform the functions of the position may result in medical disqualification. Medical standards and physical requirements may include, but are not limited to, vision, hearing, and lifting requirements. Determinations are made on a case-by case basis.

Federal Law Enforcement Training Center (FLETC): You must have successfully completed relevant Federal law enforcement training at the Federal Law Enforcement Training Center(FLETC) prior to entry into this position. Entry-level training for Air and Marine Agents, Border Patrol Agents and Criminal Investigators meets this requirement.

Uniforms: You are required to wear an officially approved uniform while in a duty status.

Supervisory/Managerial Probationary Period : You may be required to serve an 18 month probationary period upon appointment and complete a supervisory training course within 12 months of assignment.

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](#)